EMPLOYMENT OPPORTUNITY
The Salvation Army
BC Division

Director of Care
The Salvation Army Rotary Hospice House
Richmond, BC

The Salvation Army, Rotary Hospice House is seeking an experienced Director of Care, in Richmond, BC. The Director of Care is responsible for the management, coordination and delivery of resident care, including the training and development of Nursing staff, in keeping with the values and standards of hospice care.

RESPONSIBILITIES:
The successful candidate will be responsible for:

Care Coordination:
• Coordination of safe delivery of care for each resident. Ensures that all personal and nursing care is provided in accordance with the mission of The Salvation Army, Rotary Hospice House, regulatory and established ethical guidelines and requirements
• Ensures that the hospice team creates individualized care plans for each resident in collaboration with the residents and their families.
• Assists the interdisciplinary team in fostering an atmosphere of reflective practice, where critical incidents are a learning opportunity for all
• Responsible for management of conflict resolution with respect to staff, residents and families
• Negotiates contracts with outside agencies—pharmacy, external agencies providing care etc.
• Participates in continuous quality improvement initiatives
• Participates in weekly Integrated Hospice Palliative Care Team Rounds

Human Resources:
• Responsible for the recruitment, selection, orientation, training and evaluation of staff providing care
• Establishes staffing work schedules according to operational requirements.
• Committed to excellence and continuous learning in providing quality hospice palliative care. Identifies learning needs of staff and develops opportunities for ongoing education and training. Directly supervises procedures when appropriate.
• Assists the Executive Director with the development, implementation, and evaluation of administrative policies related to hospice care for residents/families, human resource management and the facility.

Administration:
• Directs the operations of Rotary Hospice House in the absence of the Executive Director
• Active participant on the management team
• Assists the Executive Director with the development, implementation, and evaluation of administrative policies related to hospice care for residents/families, human resource management and the facility
• Contributes toward budget preparation and maintenance; and operates within the approved budget

The Salvation Army exists to share the love of Jesus Christ, meet human needs and be a transforming influence in the communities of our world. Each position contributes to the mission of The Salvation Army.
• Contributes toward the preparation of reports and proposals for submission to government regulatory funding bodies
• Attends Richmond Health Services Integrated Hospice Palliative Care Clinical Leadership Team Meetings
• Participates in Rotary Hospice House Strategic Planning.
• In collaboration with the Management Team, develop, implement, evaluate and update program goals and objectives, policies and procedures and related guidelines and documentation for the program.

QUALIFICATIONS:
The successful candidate must have:

• Baccalaureate degree in Nursing or equivalent of education, experience and training
• Minimum 5 years related work experience including management responsibilities. Direct experience in hospice/palliative care preferred.
• CNA Certification in Hospice Palliative Care Preferred
• Practicing registration with CRNBC

We offer a competitive wage with a comprehensive benefits package including Medical, Dental, employer contributed and matching RRSP, 3 weeks of vacation, staff appreciation events and ongoing professional development is encouraged and supported.

SALARY/GRADE: Grade 16 – Salary will be based on experience and a 32 hour work week.

Interested applicants must respond in writing by Friday April 6, 2012 to:

Major Margaret Evans
EMAIL: hospicereception@telus.net
Fax number 604 244-8029

We thank all applicants, however, only those candidates to be interviewed will be contacted.

PLEASE NO PHONE CALLS